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ABSTRACT

This publication asserts an urgent need to professionalize the manner in which part-time/adjunct college faculty are employed, compensated, and treated, both by their employers and their unions, laying out standards of good practice. Section 1, "Curbing the Exploitation of Part-Time/Adjunct Faculty in Employment," presents standards of compensation (e.g., part-time/adjunct faculty should be paid salaries proportionate to those paid full-time tenured faculty of the same qualifications for doing the same work); terms of employment (e.g., part-time/adjunct faculty should be hired initially with the same care and subjected to the same interview process as any other applicant to the department); and standards of professional responsibility and support (e.g., upon initial appointment, part-time/adjunct faculty should be oriented to the institution and the department, to the curriculum and support services, and to the department's expectations). Section 2, "Ensuring Full Rights for Part-Time/Adjunct Faculty Within Their Unions," offers eight principles (e.g., where full- and part-time/adjunct are in the same union on campus, part-time members should be actively encouraged to participate in all union affairs, and all campus faculty unions should take responsibility for initiating programs aimed at increasing understanding between full-time and part-time/adjunct faculty). (SM)

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